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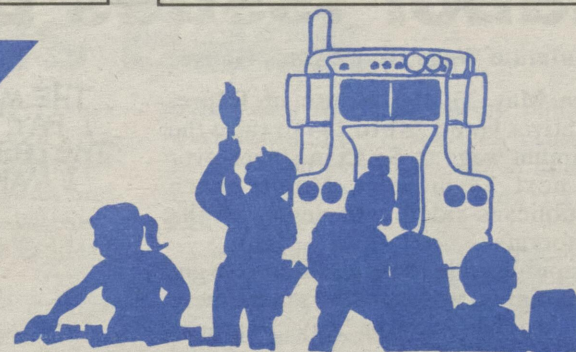
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# TEAMSTER **CONVOY** **DISPATCH**



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1996 #151

## Old Guard Plan Revealed:

# Attack on Right to Vote!

The old guard officials behind Junior Hoffa have devised a plan to destroy the voting rights of every Teamster member. The details are contained in a 124-page document prepared for the Hoffa campaign by former Western Conference Director Mike Riley and his attorneys. The plan involves rewriting the entire Teamster constitution to accomplish three goals:

1. Take away all power from the IBT officers who we directly elect.

2. Give the power to an appointed "Local Unions Committee," controlled by old guard officials.

3. Eliminate funding for membership and organizing programs launched by elected IBT officers.

Old guard officials would like to put this plan into action at the July 15-19 Teamster Convention in Philadelphia.

Because of the consent order and strong membership support for the Right to Vote, they are planning to destroy that right through a sneaky, back-door approach.

They realize the likelihood that Ron Carey will be reelected by the rank and file this November, and want to make that election meaningless. Their constitutional rewrite is complex, but its main point is simple: the officers who you elect this fall will no longer have these powers:

- Elected IBT officers would be powerless to protect the membership from corrupt local officials. They would be prohibited from establishing temporary trusteeships, and would have to dismantle the IBT's Ethical Practices Committee.
- Elected IBT officers would be

prohibited from selecting bargaining committees for national contracts. They would also lose the power to call strikes, charter new locals, approve local union bylaws, or send information to the membership.

- Elected IBT officers would be prohibited from requiring mail ballots in local elections, and would lose the power to hear protests about local election fraud.
- Elected IBT officers would no longer preside over the convention, and would be prohibited from holding a referendum to determine rank and file support for issues.

What would be left for our elected officers? Apparently they could preside at Labor Day parades! And who would take over all these powers? Either the heads of joint councils (not elected by the members) or a new, non-elected "Subcommittee of the Local Unions Committee," an elite group chosen by the principal officers of unions, just like the defunct Area Conferences were run.

In other words, our union would revert back to control by the old guard power brokers.

Besides stripping power from our elected officers, the old guard wants to cut all funding for IBT membership programs. Remember: the IBT now receives less than 20 percent of every dues dollar — the rest goes to locals and

joint councils. Locals now pay the International \$3.90 plus a \$1 assessment per member, per month. The old guard plan would cut that to just \$2.40. For the International, that means a cut of over \$40 million. No more IBT organizers or organizing programs, education, strategic campaigns, bulletins to members — plus no reduction in the dues we pay.

The old guard is worried they'll lose the rank and file election this fall, so they'll try to steal our right to vote and destroy our union's financial base.

And in case they win the election this fall, they are planning to hold a special convention in September or October of 1997 to rewrite the constitution again, and they could raise your dues there.

For nearly five years the old guard has fought against democracy in our union. They sided with employers against striking Teamsters. They have stolen our dues money, taken extra salaries and lined their pockets with multiple pensions.

The plan to rewrite the constitution is their last stand against Teamster democracy. We can't let them win it.

We have to let every delegate to the Teamster Convention know that the members are watching them. We want a roll-call, accountable vote on this plan to steal our Right to Vote. Together we will protect our rights and use them to rebuild our union strength.

## Keep a Sharp Edge on Reform

Our union needs an organized, informed movement to continue the reform of our union. Become a part of that movement. Join TDU today.

### TDU MEMBERSHIP APPLICATION

Name \_\_\_\_\_ Local # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Company \_\_\_\_\_

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other \_\_\_\_\_ Optional: Spouse's name \_\_\_\_\_

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

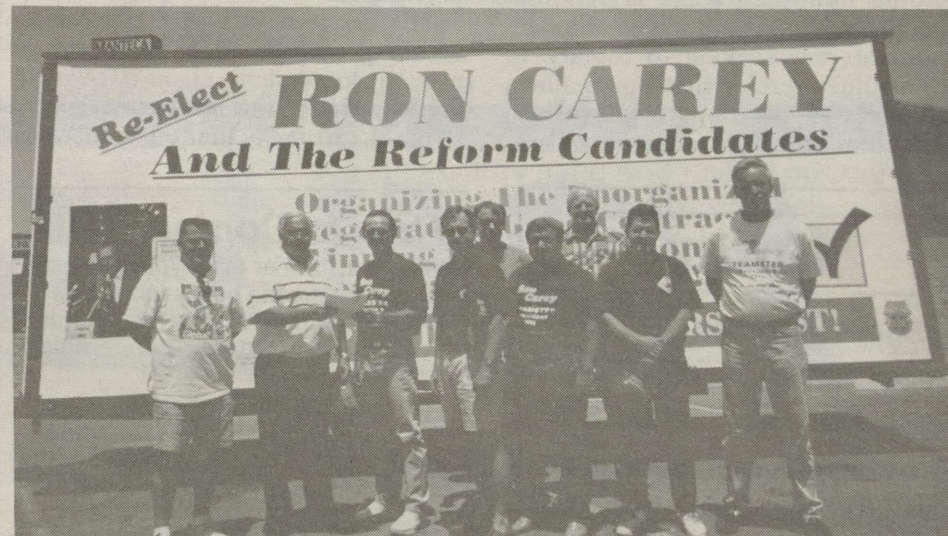
☐ Mastercard/Visa # \_\_\_\_\_ Exp. date \_\_\_\_/\_\_\_\_/\_\_\_\_

Date \_\_\_\_\_ Signature \_\_\_\_\_

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



Delegates and alternates from the California Central Valley gather in front of Carey campaign "War Wagon" prior to a June 1 TDU-sponsored delegate seminar in preparation for the Teamster Convention.



## Legislative Update

## Labor Issues Before Congress

## Minimum Wage Hike Passes House

On May 23, the House of Representatives voted 281 to 144 to raise the minimum wage to \$5.15 in stages over the next 13 months. Ninety-three Republicans sided with nearly all the Democrats.

Republican leaders attempted to gut the minimum wage with an amendment that would exempt any business generating \$500,000 or less in annual sales from *all* minimum wage and overtime laws. This would have affected two-thirds of the Nation's companies and 10 million low-wage workers. Fortunately, the amendment was defeated by a comfortable margin.

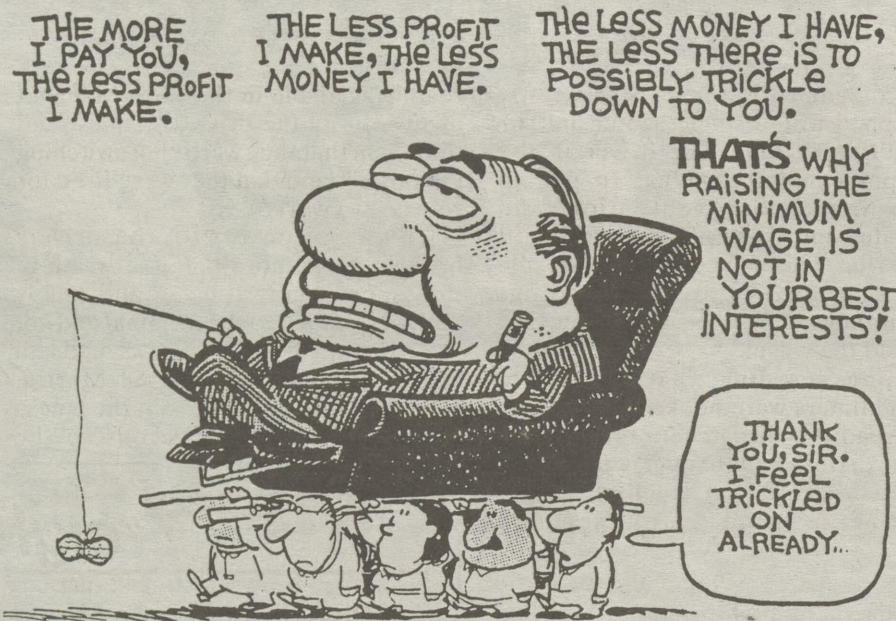
In the more heat than light department, a handful of frustrated Republican representatives marched on the AFL-CIO headquarters the day of the vote to complain about the AFL's new political action initiative, which has targeted many districts represented by newly-elected Republicans. They were greeted by several hundred union supporters, who engaged them in debate. Unhappy with the turn of events, the representatives called the AFL-CIO leadership "extremists" and accused AFL-CIO president John Sweeney of being a Communist.

The minimum wage legislation now goes to the Senate, where business has been completely bogged down.

## Not our 'TEAM'!

Corporate lobbyists continue their drive against unions, this time in the Senate. The "Teamwork for Employees and Managers Act" or TEAM Act, would legalize company-dominated unions, under the guise of labor-management cooperation. The current labor law, in place since the 1930s, is clear: employee committees set up to discuss or negotiate wages or conditions must be free of employer control. The TEAM Act would permit employers to "establish, assist, maintain or participate in" such committees.

The House of Representatives passed the TEAM Act back in September. It was dormant until recently, when Bob Dole sought to attach it to pending minimum wage legislation soon to arrive in the Senate. Senate Democrats are seeking to replace it with a milder version that would allow employers to participate in worker committees only if the committees are



"authorized and can be disbanded by a majority vote of the affected employees."

## FedEx Fails to Buy Off the House

FedEx, as a carrier with origins in overnight air delivery, is classified as an airline under labor law. This puts it under the jurisdiction of the Railway Labor Act (RLA), which covers rail and airlines. Many unions have sought to dispute that determination, suggesting that FedEx is more like United Parcel Service, a primarily ground carrier which is under the National Labor Relations Act.

When the Interstate Commerce Commission Act was recently abolished, a seldom used railroad classification called "express carrier" was scratched. FedEx wanted to resurrect this classification in order to preserve their status under the RLA. So their lobbyists gathered up their Representatives and sought to pass a special law for FedEx, attached to a bill raising unemployment benefits for rail workers. Fortunately, our International union was able to expose this deal and the chair of the House Transportation Subcommittee withdrew the amendment.

The concern was that any carrier with express operations would try to use that loophole to claim RLA jurisdiction. Under the RLA, the right to strike is extremely limited, sometimes

by Congressional act and organizing cannot be done terminal-by-terminal, only nationally by craft.

## TDU Online from Philly

For those of you with Internet access, you can follow the developments at the IBT Convention on the Web. TDU has launched a web page that will include daily updates from the convention floor. To access this page, point your browser to:

<http://www.igc.apc.org/tdu/>

For more information, contact us at our email address: [tdudetroit@igc.apc.org](mailto:tdudetroit@igc.apc.org).

## Apologies for Printing Problems

It has come to our attention that a number of copies of the last issue of *Convoy Dispatch* had some smeared pages. If yours was one and you would like a clean issue, just let us know.

## TDU International Steering Committee

## Co-Chairs:

Dan Campbell, San Antonio Local 657  
Diana Kilmury, Vancouver, B.C., Local 155  
Michael Ruscigno, New York Local 802  
Michael Savoir, Kansas City, Mo., Local 41

## Organizer:

Ken Paff, Detroit

## Trustees:

Frieda Burgan, Phoenix Local 104  
Mike Caffrey, New York Local 868  
Mike Turnure, Minneapolis Local 320

## Members:

George Beam, Lexington, Ky., Local 651  
Patricia Franks, Allentown, Pa., Local 773  
Gillian Furst, Minneapolis Local 1145  
James Jacob, Providence, R.I., Local 251  
Homer Lambert, Chicago Local 743  
Patrick McBride, Tacoma, Wa., Local 599  
Lucio Reyes, Stockton, Calif., Local 601

## Alternates:

Bob Blanchet, San Jose, Calif., Local 287  
Alex Adams, Cleveland Local 407  
Willie Smith, Columbus, Ohio Local 413

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## How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

**National Office:** P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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## Who We Are

*CONVOY DISPATCH* is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

## Rank &amp; File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



## FREIGHT NEWS

# Spouses Picket CF, Win Jobs Back

More than a dozen wives and family members of fired drivers picketed in front of Consolidated Freightways' Antioch terminal near Nashville, Tenn., on May 3. They were protesting the firing of six sleeper-team drivers, all members of Nashville Local 480, who were fired for refusing to drive sleeper equipment that was not set up for team operations and potentially dangerous to the drivers and the public.

The tractors in question are old Freightliners with a very short wheel base. This tractor is fine for a single operation but a real problem for teams. The short wheelbase and bad springs make the ride unbearable for the

driver trying to sleep in the bunk while rolling down the highway. Adding to this discomfort, the cabs are only equipped with a single heater and air conditioning unit. The driver in the sleeper compartment has to put up with inadequate ventilation and climate control as well as a buckboard style ride. This makes sleep impossible and therefore creates a dangerous situation when it comes his or her turn behind the wheel.

Upon learning that these old Freightliners were hooked up to loads and ready for dispatch for team operations, drivers went to management and asked for different tractors. Newer tractors equipped with separate

heaters and AC for the sleeper compartment (as per the contract) were readily available in the yard. Management refused the drivers' request and told them that they were "not switching the power" and that they were fired for refusing to work.

CF's decision to fire the drivers brought them more than the wrath of the union. Angry spouses and family members picketed the terminal and got the attention of the local news media in the Nashville area. Ronnie Martin, president of Local 480, said the trucks in question are "dangerous to the

drivers and to the motoring public." Martin says that CF has been aware of this problem and promised to update the equipment but has refused to take action.

Local 480 met with management shortly after the picketers and news media hit the CF terminal and was able to negotiate a settlement that saw all six drivers returned to work. Drivers may have been able to win their jobs back though the grievance machinery, but it would have taken longer than a few short days without the pressure of angry spouses and the media.



Freight Director Dennis Skelton, campaigning on behalf of the Ron Carey Slate at Yellow Freight's Richfield, Ohio facility on May 19. The campaign tour featured stops at several breakbulks and a meeting with over 90 freight Teamsters from Ohio locals 407, 24 and 377.



Ronnie Martin, left, with fellow Local 480 delegate David Bowden.

Ronnie Martin  
Local 480 delegate  
Nashville, Tenn.

I attended the 1991 Teamster convention as a rank and file Teamster who stood proudly for reform and for the nomination and election of Ron Carey. We were a small minority of the delegates there but we always kept in focus that we were speaking for the feelings of an overwhelming majority of the hard working rank and file members of our union.

Now, five years later, I'm going back to the Teamster convention, this time as a recently elected officer in our union. I will continue to stand proudly for reform, for Ron Carey, and will always remember that I am the voice of the

thousands of working Teamsters who support reform.

One thing I've learned very quickly six months into this job is that the support and work of the International is an important part of building a strong union. We've gotten help from the Education Department and lots more. If we're going to organize in freight or any other sector it's going to take the kind of coordination the International can provide. If we're going to be successful with these multinational employers, it's going to take a strong International working with the locals to get it done.

Hoffa's plan to cut the per capita tax would cripple our union. Every officer should be able to see that. It's pure politics.

## Freight Lines

### Another Hoffa Man to Management.

John Mozena, former president of Akron, Ohio, Local 24 and the man who nominated R.V. Durham for Teamster president in 1991, has a new job: labor relations man for CF.

Mozena was voted out by the freight Teamsters of Local 24 last fall, despite Hoffa personally campaigning for him, but was quickly put on the payroll of the Ohio Conference by Les Singer (candidate on the Hoffa-Hogan Junior Slate).

But that ghost job was temporary, just to qualify Mozena for a 30-year pension. Then he went to work for Consolidated Freightways management. Now, if you work for CF in Ohio and go to the grievance panel, you'll have Mozena on the side of management and Singer on the side of the union. All one happy family.

### Roadway 'Counseling.'

As we've reported here in the past, Roadway continues to "counsel" city and dock personnel regarding productivity, and can use it as a tool for discipline. Now a Teamster in Minneapolis is on notice of discharge for the most petty offense, after being "counseled." Our NMFA does not allow for a production quota (see Article 20) and we should not stand for this back-door method to get around the contract.

### Court Says No to Teamsters.

A federal judge in Kansas City ruled that Churchill Truck Lines does not have to pay some 1,500 Teamsters two months salary for closing without notice. The company shut down just days after the freight strike began in April 1994. The union position is that the strike was used as an excuse to avoid the WARN act requirement of 60 days notice or 60 days pay. The decision is being appealed.

## Carey for President Windshield Sun Visors

Help campaign for the Ron Carey slate and keep your car cool at the same time. Windshield visors are blue with gold lettering and will let everyone know who you support to lead our union.

Minimum order of 5 visors; \$5 each plus \$5 shipping and handling per order. Send check or money order to:

Joe Rockstroh  
6154 Old Washington Rd.  
Elkridge, Md. 21227-5339

Phone: (410) 796-7836 Fax: (410) 796-1436

Be sure to include full address information.



## UNITED PARCEL SERVICE

# UPS Profits Soar to Over \$1 Billion

It was a very good year for UPS and especially for its top owner-managers. In 1995 UPS profits topped \$1 billion for the first time. After-tax profits were \$1.04 billion, up 10.6 percent over 1994. Total revenues increased 7.5 percent to \$21.05 billion.

During the past five years UPS profits have increased 16 percent annually. That's more than four times as fast as wage rates unadjusted for inflation.

### Lean and Mean

In 1995 UPS squeezed costs to lower its operating ratio (ratio of operating expenses to revenues) to 89.7 from 92.1. That is, 10.3 cents of every dollar of revenue went to profits. (Here UPS excludes a one-time "restructuring charge.") Relative to other big transportation companies, UPS is truly lean and mean.

These total figures were achieved

while the company continued to lose tons of money on its international (non-U.S.) operations: \$212 million in 1995. This is 35 percent less than the \$327 million UPS lost overseas in 1994, but is still a phenomenal drain. UPS continues to pour hundreds of millions of dollars down what has thus far been the rat-hole ambition of becoming the dominant world-wide delivery service.

Retiring UPS Chairman and Chief Executive "Oz" Nelson does claim to see some light at the end of the tunnel. "We anticipate that worldwide export operations as a whole will be very near the break-even point in 1996, while foreign domestic operations as a whole will require two or three more years to achieve profitability." For UPS it's full speed ahead on foreign investment. "[W]e have decided to increase our investments this year and next, principally in Europe and Asia," Nelson says, but, "these new investments will

delay profitability ..." (Annual Report, p. 3.)

The company's dream of course is for this plan to pay off big-time at some point in the future. This dream is financed by U.S. UPS workers who generate enormous domestic profits that are more than sufficient to offset the continuing foreign losses. But the payoff, if and when it comes, will not be for U.S. UPS workers but rather for the owners of the company. And almost all of UPS is owned by its current and retired top management.

In the last year UPS has given a lot of publicity to its new policy of allowing nearly all UPS employees to own UPS stock, a privilege previously reserved only to management. And owners of UPS stock do very well. The profit rate on equity—the fundamental measure of how well a company does for its owners—remained at over 20 percent. The relevant comparison is what you

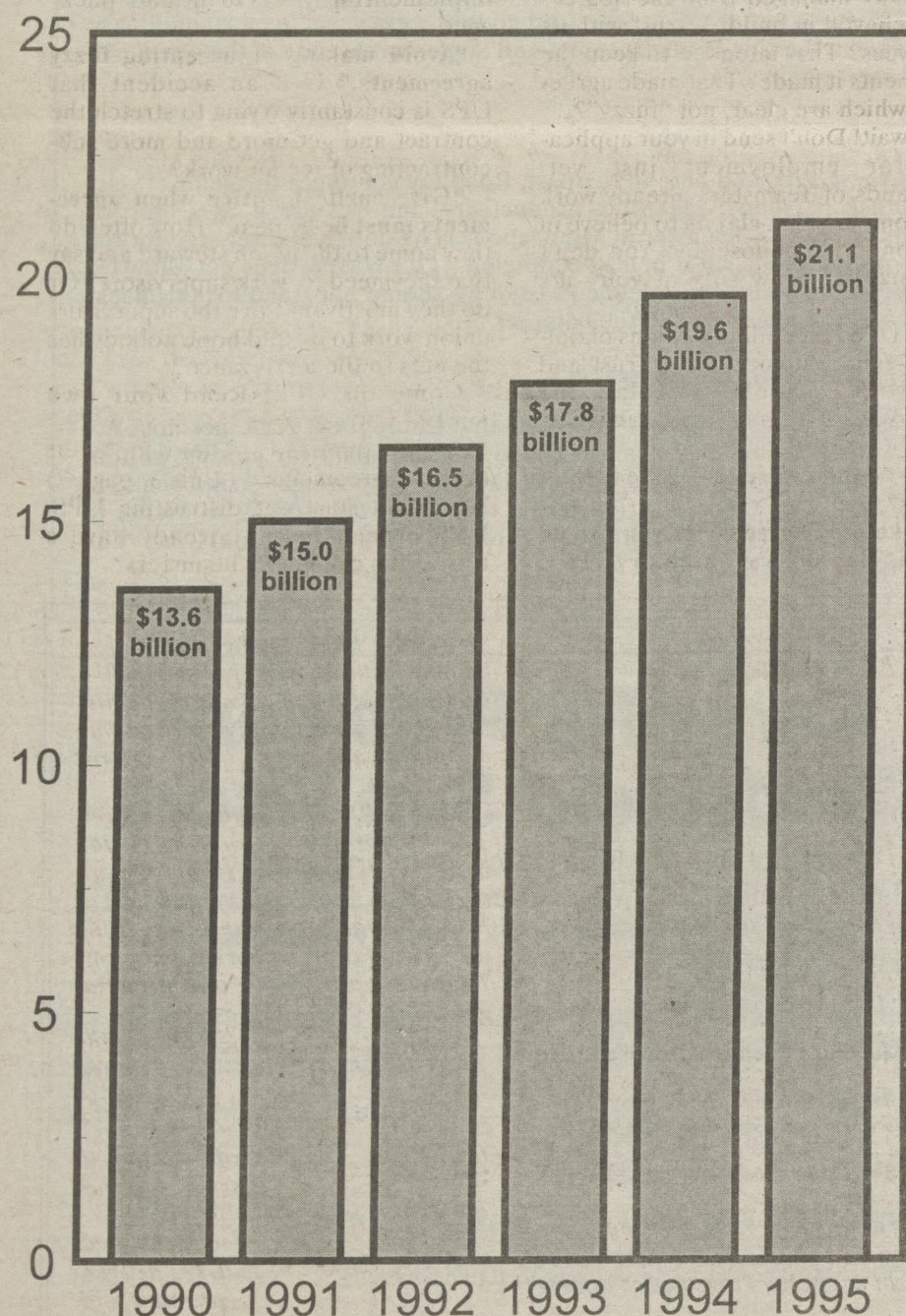
get on your savings in a bank.

It's not easy to sort out the individual  
*continued on page 5*



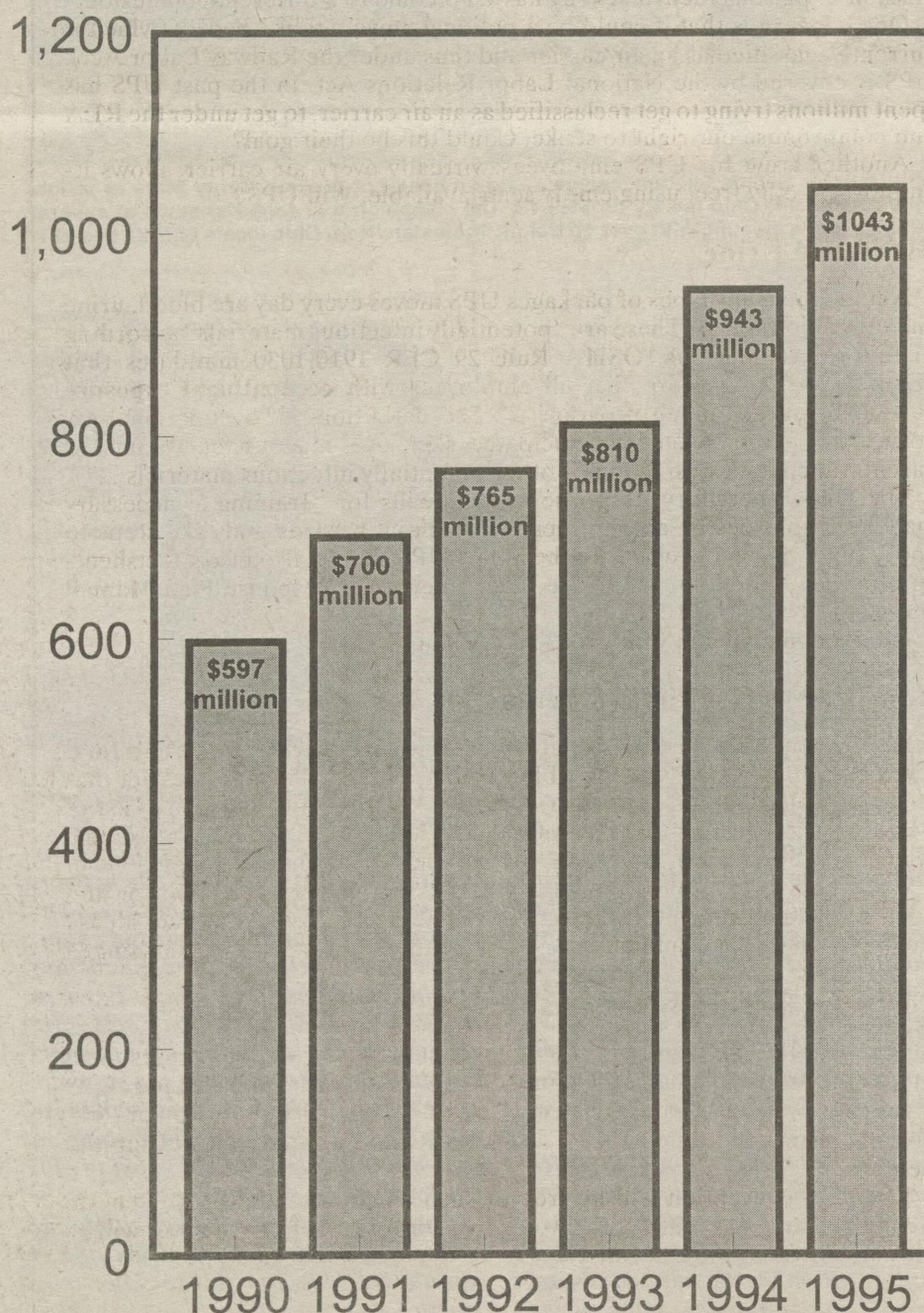
### UPS Revenue in the '90s

Billions



### UPS Profits in the '90s

Millions





# UPS Profits Hit \$1 Billion

continued from page 4

UPS stock holdings of the top managers. For example, Oz Nelson was the "beneficial owner" exercising "sole voting or investment power" of 33,605,575 shares on top of the 373,200 shares he owns outright. What are these shares worth? The accounting "book value" was only \$9.04 a share at the end of 1995, but as of May 23, 1996, UPS was willing to buy back its own shares for \$27.75 a share. At this price the 373,200 shares Nelson owns all by himself are worth over \$10 million. And in 1995 UPS stock paid dividends of 64 cents per share. This was \$238,848 in dividend income for Nelson, on top of his salary of \$775,000 and bonus of \$207,903. Nelson can well afford to retire at age 57.

## Some More Equal than Others

UPS likes to project an image of itself as an employee owned-and-operated service team in which all are compensated according to their contribution to the team's effort. The reality is something else. A very small group of multimillionaire "employees" at the top are much more "equal" than the workers who move the packages.

*Economic analysis by Dr. Frank Thompson, a professor of Economics at the University of Michigan and former Teamster car hauler and business representative. Sources: UPS Reports to Shareholders, and reports to the Securities and Exchange Commission and Interstate Commerce Commission.*

## UPS & Downs

### United Passenger Service — A Political Ploy?

UPS Boeing 727's will start carrying weekend passengers on charter flights as soon as the end of the year. The planes are to be equipped with seats and carpeting each weekend in a four-hour conversion process, the company claims. Each plane will carry 113 passengers on flights booked through tour operators. The idea was suggested by UPS employees.

A few years back FedEx contemplated a similar proposal but abandoned the idea as economically unprofitable and a diversion from their main mission of package delivery. Why has UPS come to a different conclusion?

One concern is that it could be a political move. Unlike FedEx (which is currently classified as an air carrier and thus under the Railway Labor Act), UPS is covered by the National Labor Relations Act. In the past UPS has spent millions trying to get reclassified as an air carrier, to get under the RLA and compromise our right to strike. Could this be their goal?

Another issue for UPS employees: virtually every air carrier allows its employees to fly free, using empty seats available. Will UPS?

### Blood and Urine.

Among the many types of packages UPS moves every day are blood, urine and other biohazards. These are "potentially infectious materials" according to federal regulations. OSHA Rule 29 CFR 1910.1030 mandates that "Employers shall ensure that all employees with occupational exposure participate in a training program ..." The definition of "occupational exposure" means "reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials ..."

The UPS Emergency Response Manual calls for "Training ... necessary that the employees be able to identify potential hazards and take steps to notify supervision and evacuate the area." UPS should also insert factsheets on blood and body fluids into the UPS Emergency Response Plan Manual and placard biohazards.

Is UPS complying in your area? Just asking.

### How Did We Get That 35 Cents?

By now you have received a statement from the company on "Your Total Compensation." It lists your taxable earnings, 401(k) deferral, the fact that for every dollar earned you also received \$.35 in benefits and a long list of other benefits. Among them: vacations and holidays, Employee Assistance Program, funeral leave, jury duty, and even family and medical leave.

What UPS fails to mention is that these benefits were struggled for and won by the Teamsters in the collective bargaining process. We should all ask ourselves where we would be were it not for the union. And act accordingly!

### Company Reps Unwelcome at Teamster Convention.

At the 1991 Teamster convention representatives of the employers were invited to attend. Particularly galling to many delegates was the sight of UPS representatives lobbying Teamster delegates to reject an amendment that gave Teamsters the right to have a separate vote on their contract supplements.

The 1996 convention will be free of such corporate meddling. General President Carey has sent out the word — no corporate representatives will be allowed to attend the convention.

## 1995 Compensation to Top Officers Salaries & Bonuses

|                   | 1995 Salary        | 1995 Bonus       | 1995 Total         |
|-------------------|--------------------|------------------|--------------------|
| Kent C. Nelson    | \$775,000          | \$207,903        | \$982,903          |
| James P. Kelly    | 526,000            | 150,640          | 676,640            |
| John W. Alden     | 417,500            | 123,003          | 540,503            |
| Calvin E. Tyler   | 388,000            | 122,240          | 510,240            |
| Joseph R. Moderow | 365,000            | 113,266          | 478,266            |
| <b>Totals</b>     | <b>\$2,471,000</b> | <b>\$717,052</b> | <b>\$3,188,552</b> |

## Shares Owned & Value

| Officer             | Shares Owned | Value at \$27.75 |
|---------------------|--------------|------------------|
| Kent C. Nelson      | 373,200      | \$10,356,300     |
| James P. Kelly      | 162,552      | 4,510,818        |
| John W. Alden       | 128,764      | 3,573,201        |
| Calvin E. Tyler Jr. | 275,157      | 7,635,607        |
| Joseph R. Moderow   | 127,628      | 3,541,677        |
| Robert J. Clanin    | 121,486      | 3,371,237        |
| John W. Rogers      | 464,699      | 12,895,397       |
| Charles L. Schaffer | 135,816      | 3,768,894        |

Additional members of the UPS board are not listed

## Managing from the Heart, Or Shooting from the Hip?

Wouldn't you like to work for a company that "managed from the heart"? That believed in building trust with its employees? That intended to keep the agreements it made? That made agreements which are clear, not "fuzzy"?

But wait! Don't send in your application for employment just yet. Thousands of Teamsters already work for a company that claims to believe in this wonderful philosophy. You don't recognize it? How silly of you — it's UPS!

Yes, UPS is spending millions of dollars to send employees to "Trust and Teamwork" schools to explain the philosophy of "managing from the heart."

How do their words compare to their actions?

"Make only agreements you intend to keep." The ink was barely dry on our

national contract when they broke it by implementing over-70 pound packages.

"Avoid making or accepting fuzzy agreements." Is it an accident that UPS is constantly trying to stretch the contract and get more and more subcontracting of feeder work?

"Give earliest notice when agreements must be broken." How often do they come to the union steward and say that they need to work supervisors? Or do they mostly just give the supervisors union work to do and hope nobody has the guts to file a grievance?

Come on UPS! Read your own manual. "Trust precedes teamwork." (Unit 2, page 13) "Clean up your broken agreements." (Unit 3, page 7) We didn't start out distrusting UPS, UPS earned it. We already have a team — it's called the Teamsters.



Bob McDonald (pictured above) and Jim Lucero won two of three delegate spots in New Mexico Local 492 as part of the Ron Carey Slate. Their election was one of the last counted among the 275 contested elections. Now it's on to Philadelphia.

As a delegate to the Teamster Convention in 1991 I saw TDU bring reform supporters together as a force

for change like no other convention before. With only 15 percent of the delegates, our small band made history. Since then we have moved this union forward, but the job of reform is not done.

Now in 1996, we are much stronger. The support for reform has broadened and we need to work together to stop those who seek to take our union backwards by gutting our constitution and weakening our International for their own personal gain.

Thousands of members are signing petitions in support of continued reform and Carey delegates are going to carry their voices onto the convention floor. The members want to move forward to the next century, not backwards to our corrupt past.

Bob McDonald  
Local 492 delegate  
Albuquerque, N.M.



Lead is Greater in Freight, UPS

# Poll Shows Carey Leads Hoffa By 2-1

A poll taken in late May of Teamsters likely to vote in the November election for International officers shows the Carey Slate leading Hoffa by nearly a two to one margin.

The poll was taken by the independent firm of Peter D. Hart Research Associates for the Carey campaign. Hart Research does polling for public officials such as Senators Diane Feinstein and Robert Byrd, and for the AFL-CIO. The Hoffa campaign has also hired a polling firm, but has not released any results.

Carey leads Hoffa by 47 percent to 28 percent among all Teamsters. Among Teamsters under national contracts, and among those who report that they voted in 1991, Carey's numbers go up a little higher.

Among those who voted in 1991, Carey is ahead 52 percent to 26 percent, exactly two to one. Among UPS Teamsters, Carey's margin goes to 60 percent to 16 percent, nearly four to one. And among freight Teamsters, Carey's lead is 54 percent to 29 percent for Hoffa. The numbers do not add to

100 percent because some members expressed no preference or were undecided.

Teamsters under national agreements often have more concern about the International and information about the candidates. In the last election, a much higher percentage of freight Teamsters voted than did Teamsters as a whole.

Junior Hoffa has campaigned heavily in freight, so the results there have to be particularly disappointing to him, and to those who have bankrolled his campaign.

International Vice President Diana Kilmury, who is running on the Carey slate, told us, "I hope every delegate

sees the poll results before going to Philadelphia, because they show the members want reform. "But we can't rest on our lead. That's why I'm heading out on a campaign swing right now, across the West, South and into the Midwest. We need to take the reform message to every Teamster."

Ron Carey commented similarly: "The power brokers who represent the corruption and weakness of the past are still determined to take the union back from the members."

The poll was taken among 710 U.S. Teamsters who say they have at least some interest in the union. It has a margin of error of plus or minus 3.8 percent.



International vice president and TDU co-chair Diana Kilmury sets out on a campaign swing in the West and South in a mobile campaign headquarters.

Ban Multiple Salaries, Provide Code of Ethics

## Reforms Submitted to Constitution Committee

A number of proposed reforms to our Teamster Constitution have been submitted by elected delegates and local unions prior to the June 15 deadline. They include proposals to ban multiple salaries by union officials, provide a new code of ethics for officials, and to allow local unions the option of changing from appointed business agents to elected ones.

The IBT Convention will be the body that makes the final decision on all proposed amendments to our Teamster Constitution. All proposals—and quite a large number have been received by the International—will be reviewed by the Constitution Committee, which meets before the convention. That committee will then make recommendations to the convention, and additional proposals can be made from the convention floor.

### Reforms Submitted

Some of the reforms proposed include:

- To ban multiple salaries by union officials, and to cap union salaries at \$125,000 except for the General President, who would receive \$150,000.
- To prevent inheritance of union power in the future. No one could be appointed to or run for union office without first working in the craft (not

including as an appointed official) for at least two years. (In the future, people like Junior Hoffa and Junior Hogan would have to take a real job as a Teamster for two years if they want to go for union power.)

- To insure the Right to Vote for IBT officers and delegates in the future, and to insure fair election rules with an impartial election monitor.
- To bring more democracy to joint councils: no multiple salaries, joint council delegate meetings open to members, fill vacancies by election.
- To allow local autonomy on election or appointment of business agents. (Presently locals with appointed BAs are banned from ever changing their bylaws to provide elected BAs.)
- To update the official name of the Teamsters Union, to be inclusive of the 300,000 women Teamsters and those we hope to recruit in the future.
- To prevent severance payments, free cars, and other give-aways to retiring officers.
- To provide for a strong Ethical Practices Committee to continue to root out corruption.
- To require a new oath of office, so that all officers pledge to rid our union of corruption, and to act only in the interest of rank and file Teamsters.

## Update! Update!

### Convention Committees to Meet.

Numerous members have been appointed to serve on various IBT Convention committees, which meet in July prior to the convention itself. Committees include the Constitution Committee, Appeals Committee, Rules Committee, Resolutions Committee, Pension and Benefit Committee, Organizing Committee, and others.

For the first time in decades, there will be some rank and file Teamsters serving on each of the various committees.

The committees make recommendations to the convention as a whole. The Constitution Committee—considered the most important—will recommend changes to the Teamster Constitution. It will be chaired by Ron Carey. Proposals to that committee from members, delegates, and locals were to be received by June 15.

### Ron Owens Retires

Detroit Local 299 president and IBT Carhaul Director Ron Owens has announced his retirement, effective June 30. Owens cited health problems as the reason for his retirement.

Owens was slotted to be nominated for International vice president on the Carey slate. At press time, no replacement has been announced for either carhaul director, or Carey slate candidate. In April, a slate of delegates supporting Hoffa Junior won in Local 299, the local once headed by Hoffa Sr.

### War Over Delegates

The Hoffa campaign claims to have a big majority of delegates to the IBT convention in their camp, but it looks like wishful thinking. At a campaign strategy session in Dallas in early June, Hoffa claimed he has well over 1,000 delegates, or about 60 percent, lined up behind his program. But as the convention nears, reality is starting to cut through the campaign hype.

The Carey campaign is circulating a pledge form to delegates to support retaining the present funding level for the International, and to oppose changes to undermine the power of elected officers. At press time, the Carey campaign has some 600 in hand, with more coming in daily. Hoffa is not circulating anything but hot air.

Whatever the delegate count of the candidates, the important job of the elected delegates is to reform our constitution: to protect the democracy we have already, and extend it. We need to step up the pace of reform, not reverse it.

### Central States Pension Fund

## Move for Elected Pension Fund Trustees

A motion has been submitted to the convention by several delegates to provide for a whole new system of selecting the union trustees for the Central States, Southeast and Southwest Areas Pension Fund. Instead of the old-boy club method presently used, the *elected* vice presidents would serve as trustees.

The resolution mandates that the system be restructured so that "the

Regional Vice Presidents from the Central and Southern Regions directly elected by the members in the 1996 election shall constitute or directly select the union trustees."

The resolution notes that presently three of the four union trustees who govern the Central States Fund are receiving multiple pensions themselves.



# Who's Behind Teamster Reform?

**Ken Paff**  
**TDU Organizer**

I'm going to my fourth IBT Convention in July as a guest. How they've changed!

The first two were in Las Vegas, in 1981 and 1986. In 1981 Roy Williams presided. Two years later he went to prison for racketeering.

Jackie Presser presided in 1986. That was the year they spent \$647,960 in dues money for a fancy party where Presser was carried into the room Roman-style. The next day Billy Hogan Jr. bragged to the convention that his own Central Conference party was just as lavish as the Presser extravaganza.

But those conventions weren't all bad. In fact, important steps in the reform movement were marked by each of them.

In 1981 a gutsy young Teamster from Vancouver named Diana Kilmury took on the fat cats when she proposed the establishment of an Ethical Practices Committee (EPC). The old guard went into a frenzy of attack. Today we have an EPC that is fighting corruption.

In 1986 TDUs brought a huge pile of petitions supporting the Right to Vote for IBT president. The old guard went wild to denounce that, too. Today, Teamsters have that right.

By 1991 it was a whole new ball game. **Long Island, N.Y., Local 807**

## Former Officers Ordered to Pay Back Over \$170,000

Another Old Guard/Mob domino goes down. And Ron Carey made new strides to ensure that corrupt officials who extort money from their locals will have to pay it back.

On May 23, President Carey demanded that Joseph Mangan and John Hohmann, former president and secretary-treasurer of Local 807 in Long Island, N.Y., pay back over \$170,000 in health and pension funds they illegally spent. "It was just one big sham," Carey said of the local, which he put into trusteeship in March of 1995. "Instead of taking care of members, they were taking care of their own families."

The main part of the sham included the "part-time" hiring of Hohmann's wife Marjorie in the benefit funds office, a job for which she was paid twice as much as her supervisor. Carey demanded restitution of the \$74,338 paid to Mrs. Hohmann, as well as the \$43,100 she received in medical benefits, which she was also not eligible for.

Other scams of 807 included:

- A five-cent per hour assessment of members' wages in February 1991 to "help the solvency of the local." Instead, the officers bought cars—Buicks and Lincolns! Three years later, the local sold the cars to friends and relatives at low cost.
- Though the local only did one or two mailings a year, they wrote checks between \$600 and \$800 a month for "stamps."
- The law firm of Mangan's son Warren, which provided most of the

game. Instead of just a handful of delegates as a voice in the wilderness, reformers had 15 percent of the delegates there. And they had a dynamic leader in Ron Carey, who was running in the first-ever democratic IBT vote.

### Rank and File Power

We had only 15 percent, yet every single delegate backed the Right to Vote for IBT officers. It passed unanimously! All the officials that had been totally against it suddenly saw the light.

Same for the right of Majority Rule on our contracts. Suddenly they were all for it, with new-found religion.

Why? Because of rank and file Teamsters like you. You had the Right to Vote, and they knew it. TDU was going to report back to you. And Ron Carey was going to run against them. So they started changing their tune.

Now the same old guard officials say they're for the Right to Vote for delegates, which they voted against in 1991. They've gotten even more religion!

Now they're also starting to say that getting rid of multiple pensions for officials may be a good idea, after all. These guys are practically drinking the holy water of reform.

Why? They changed even more be-

cause TDU has been out there hammering on these issues, which Teamster members support.

Think about it. We've never had more than 15 percent of the delegates for reform, but we've conquered a lot of territory. Ethical Practices Committee. Right to Vote. Right to Elect Delegates. Majority Rule. Ending Multiple Pensions.

It's not enough. We have a long way to go to turn this union around. But it's a start, and it happened because of rank and file Teamsters, often dragging officials along.

So you have a lot more power than you think, if you are prepared to use it.



Rank and file Teamsters from Minneapolis Local 638 line up to sign a petition in support of Ron Carey and continued reform in our union. They are part of a coast to coast Petition Drive Gathers Steam

Here's what you can do:

- **Come to the Teamsters Convention in Philadelphia.** It's open to all Teamsters and retirees. At least come for part of it, including an opening rally. Thousands of members are needed.
- **Help circulate the petition** that Ron Carey is asking Teamsters to sign, backing positive reforms. We need to send a strong message to those delegates.
- **Get involved in making democracy work.** You can start right in your own shop. Call us at (313) 842-2600 to find out the things you can do in this campaign for the future of our union.

effort to let their local delegates and all delegates hear the rank and file chorus that's demanding we keep our union moving forward, not backward.

## Rank and File Demand Reform

Rank and file activists are canvassing the union gathering signatures on the Teamster petition to Ron Carey telling him they support moving our union forward by cleaning out the corruption and getting aggressive in front of the employers. Thousands of petitions are currently in circulation and early reports indicate overwhelming support for faster reform.

On June 6, rank and file Teamsters, Vice President Ken Mee and the campaign "war wagon" gathered 1,000 signatures in one morning as they hit a UPS center and two large grocery warehouses in Northern California. Ten clipboards with ten gatherers going at one time still couldn't keep up with members waiting to sign on.

The petition is one of the best opportunities rank and filers have to let all Teamster convention delegates know that we are watching them in Philadelphia and won't stand for any attempts to take our union backward.

Bob Blanchet, TDU leader and rank and file petition coordinator for Northern California, finds his inspiration in watching lower-paid, part-time UPS activists like Local 150 members Cari Perras and Roger Wilkins put in the extra time on a day with 100-degree heat to gather signatures. They are the heart and soul of the reform movement.

Blanchet adds, "There's no doubt in my mind that the rank and file are solidly behind Ron Carey and reform."

They don't want to be involved with corruption. They want leadership. They want member-oriented programs. They want people who have the heart and dedication to make this union better. People are tired of the wannabees and they're tired of seeing Hoffa use his daddy's name."

Rick Sather, TDU activist and petition gatherer in Minnesota, believes part of the reason for the strong support is rooted in the record of reform itself. "Awareness about the union is higher. In 1991 we encountered so many questions about who Ron Carey was and what the convention was about. Now people are more alert to what the key issues are. TDU has played a large role in that, as has the *Teamster* magazine and just the wealth of information that's available out there that was unheard of before."

The stakes are high going into the 1996 Teamster convention. Every democratic reform we've won since 1991 lies in jeopardy of being torn down by old guard delegates. Every delegate, on all political sides, should hear that the members want continued reform.

Gather signatures today. Contact the Ron Carey campaign or the TDU national office for more petitions. Remember the deadline is June 28. Start sending them back in right away. The convention is right around the corner, and no member should go unheard.

### Attend the IBT Convention!

All Teamster members and retirees are welcome to attend the Teamster Convention, July 15-19 in Philadelphia.

For more information, call the Teamsters Convention Office at (202) 624-6900.



Interview with Vice President Tom Gilmartin

# The '96 Teamster Elections: Will Our Union Go Forward or Backward?

Tom Gilmartin is an International vice president from the Eastern region and a candidate on the Ron Carey slate. Tom worked eight years at Springfield Sugar & Products (now Supervalu) before being elected business agent in Connecticut Local 559. As a Teamster official he has been an outspoken voice for Teamster reform for over a decade and was one of only a handful of delegates to speak in favor of the right to vote at the 1986 Teamster convention.

Gilmartin heads the union's Industrial Trades Division, covering some 300,000 Teamsters working in a variety of manufacturing plants and in car rental. Since 1994 he has also served as administrator of the union's Ethical Practices Committee. *Convoy Dispatch* caught up with Gilmartin and asked him about the 1996 convention, election, and the future of our union.

**Convoy Dispatch (CD):** What do you see as the single most important issue facing the members in the Teamster International election this year?

**Tom Gilmartin (TG):** Going forward or going backward. Hoffa represents going back to where we were prior to 1991, with a union controlled by the old power brokers. Carey on the other hand represents going forward, expanding membership involvement and membership accountability.

**We need a strong International. We are in world today where I don't think there is such a thing as a local contract anymore. Most companies are regional, national or international.**

**CD:** Maybe some people think those were the "good old days" before 1991.

**TG:** There was a time, a couple decades ago, when the old style back room deals could at least get a decent contract. Those days are gone. Laws have changed: we have deregulation, NAFTA, etc. Employers try to go around union officials to intimidate the members into a bad deal. If we don't involve our members in negotiations, we're going to get our ass kicked.

I don't see Hoffa bringing that to the table. I see Hoffa bringing the old, top-down style to negotiations where you go out in the backroom or out on the golf course and take any deal offered—usually unwarranted concessions.

Look at who's behind Hoffa. Through the Election Officer, we've seen his financial disclosure statement. The campaign is paid for by people like Mike Riley (former head of the Western Conference) and Jerry Cook (former head of the Southern Conference), and of course Billy Hogan and the rest. If you look at the issues he's raising, he wants to resurrect the conference structure, with a new name, with the unelected power brokers back in charge. The members wouldn't be served by this, it's just another source

of income for a very small group of self-serving officers.

## Key Issues at Convention

**CD:** What are some of the key issues that will come up at the International Convention in July?

**TG:** The Carey team will be trying to preserve the constitutional structure with a strong International and strong locals. I think we will expand membership rights, including taking out the prohibition on business agent elections in Article 22, Section 8, expanding membership voting rights by putting in the constitution that we will elect the International officers and delegates, expanding membership election rights by including joint council officer positions being elected by the membership and in some fashion, whether by resolution or direct proposal, to expand membership involvement in their pensions and health and welfare benefits by making those trustees accountable, by direct elections or maybe by putting a rank and file member on the trustee board of the health and welfare or pension fund. Those are the directions we want to take at the convention.

**CD:** What do you see the old guard forces trying to do there?

**TG:** We've seen the so-called Hoffa constitution, or the Mike Riley constitution. Their design is to take powers away from the elected officers, and move those powers into a conference-like structure, where the members have no input. We need a strong International. We are in world today where I don't think there is such a thing as a local contract anymore. Most companies are regional, national or international.

## Taking on Corporate Giants

**CD:** I think that is a point that is getting overlooked. We've got to innovate, move our union into the next century. You are the head of the Industrial Trades Division, what do you see for the trade divisions in our union?

**TG:** Historically the various divisions often just held golf outings and provided another multiple salary for some officials. We need good, strong trade divisions. We have got to expand coordination amongst the locals. We are facing national and sometimes international strategies. Look at companies like SuperValu and Ahold in the warehousing field, or Hertz and other rental companies, Guardian Industries, Laidlaw ... these are world-wide corporations and we need to coordinate our strength, and hopefully take the next step and start writing national agreements in these industries. Expanding the benefits in the national contracts we have, like freight and UPS, to all other facets of this union is an important goal.

Take the car rental sector as an example. We are sending representatives from the International to negotiations when we are asked to come in, and we

find the same labor relations directors across the country. We are sending a message, that we will have a national response. Where locals have requested that assistance, we are getting better contracts.

**CD:** You and the Carey team have been in office four years. How do you feel things have gone? What are some of the successes, disappointments, or things that you would have liked to do differently?

**TG:** There is a lot more left to be done. I think that some of our best accomplishments have been to strengthen our ability to negotiate good contracts through corporate campaign strategies and national coordination.

Probably most important, we've started to open the union to the members. I'm damn proud that we have worked very hard to help clean up this union—60-plus trusteeships, and the number of appeals coming through to the GEB has tripled since we have taken office. I think that is indicative of members having more confidence that they are going to get a fair shake at the GEB, as members have said in the past that they expected the GEB to just rubberstamp the decisions of the joint councils. I think that is the one thing I am most proud of.

**CD:** Hoffa says that the moves to clean up corruption are politically motivated. Your response?

**TG:** That's easy to disprove, because most of these trusteeships have ended up in court, and most of the EPC rulings handed down have ended up in court. Every single one has been upheld.

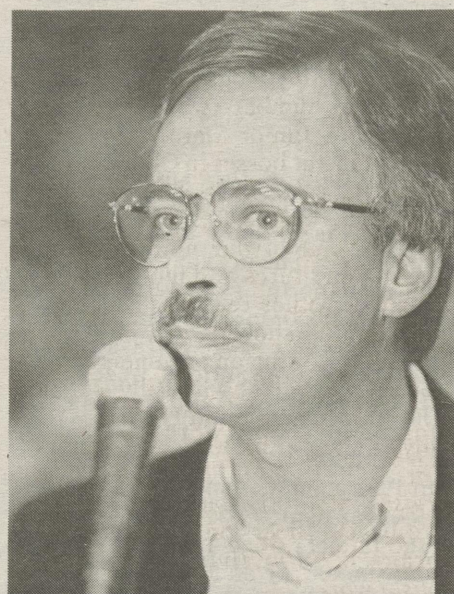
Carey's going to keep going on the clean-up of this union, wherever the problems may lie. Whether it's Frank Wsol, Jack Yager or Mario Perrucci, if there is a problem, we go after it.

## Future of Reform

**CD:** Power and success can bring complacency, and can blunt the militant, reform edge. Carey is a reformer and Teamster reformers back him. Now he's getting support from broader forces, from a number of officers that just can't imagine supporting Hoffa. Will the reform edge still be there?

**TG:** I think you are raising very good questions. When we get elected to a second term, maybe our biggest enemy will be complacency. But I don't see that happening with the Carey team and the people that have come aboard. Ron has stood for involving the members. I think structurally and philosophically we believe in that and will continue to. I think the members will keep us on our toes. I think the members will keep pushing for the right reforms, better contracts. This key difference between Carey and Hoffa is what will keep us on our toes.

**CD:** What do you see as the most important priority for the next year, for our union?



**TG:** Organizing should be a top priority. Expanding our programs of organizing to bring coordinated campaigns into more fields. Fighting corruption in the Teamsters; it will take more than another term to get that done or at least put into its proper perspective. Finally, national coordination of our efforts against the companies, including a national strike fund. These, in my eyes, are very high priorities.

**CD:** Do you think that after this election, assuming the Carey slate wins, that the hardline resistance approach that we have seen from some old guard officials may melt away?

**TG:** Definitely. What we are seeing happen right now is that many officers don't like Hoffa and are at least looking at supporting Carey. I think that will turn into support during the second term.

Some political enemies will retire or take jobs in management. And once we get into our second term and get more members involved, more officers will have to come along or they will get voted out of office by their members at the local level whether we help or not.

The old guard couldn't accept the outcome of the 1991 election and have spent a lot of time and union resources fighting us. I will never forget the shocking display that the Hoffa forces put on during the freight strike, with their rally of officials at the union headquarters to demand to keep their multiple salaries through the Area Conferences. During a strike, that show of disunity only benefited the employers. After this election, we'll be more unified and better able to build this union.

**CD:** Who's going to win the election in November-December?

**TG:** We are, no doubt in my mind. But we've got to get out there, and the members cannot take this for granted. Hoffa's playing the media very well. And he's done a respectable job with officers, especially the ones looking to get back multiple salaries. We can't take anything for granted, Teamsters need to get involved in this election process.



## The Hogan Dynasty

# Is This the Leadership Our Union Needs?

Hoffa Junior is a front man. If his name were "Smith" he wouldn't be running for anything but the 19th hole at his country club. The power brokers of old guard officials are the real forces behind him. Who are they?

Top gun is Billy Hogan Jr. He's running for the number two job on the Hoffa-Hogan Junior Slate. He is the boss of Teamster bosses in Chicago, the head of Joint Council 25. The last head of that Joint Council, Dan Ligurotis, was kicked out of our union for improper expenditures and mob connections, among other reasons. This happened after he shot his son in at the union hall following an argument.

Here are the **facts** about Billy Hogan Jr., the main-man behind Hoffa:

Billy Junior refers to the Teamsters Union as "something that I was born and raised into." At a campaign speech before JC 41 officers on April 24, 1991 he bragged, "I'm living proof that nepotism works!"

It sure does work—for the Hogans: Daddy put him to work in the office of Local 714 in 1961. "In 1961, my father says I think there may be a direction you can go in with some help. So, he put me to work with him. I started in the office." Some start for someone who told his father, "You're going to waste my time and your money to send [me] to college."

### A Family Affair

"I make enough money ... sometimes I don't know myself what I make. ... My brother is there. My son is there now. I don't apologize for it." There are at least nine members of his family sucking off of Local 714 in Chicago. In addition to those nine, several other family members—including Billy's wife, are involved in a web of nepotism, business deals, and shady connections. Many Hogan family members are Teamster employers! Yes, the Hogans are a millionaire family getting rich off of the dues of working Teamsters. Take a look at the "Hogan Family Teamster Nepotism Tree":

**William Hogan Sr.:** Daddy started in 1949 to create the Hogan Dynasty. Poppa Hogan made \$225,153 in 1990 as Secretary-Treasurer of Local 714, then retired a millionaire. Poppa also received a \$30,000 car from the local as a retirement bonus. Presently bagging millions on five pensions.

**James M. Hogan:** Billy's brother. Made \$186,658 as President of Local 714 in 1994.

**Robert Hogan:** Billy's son. Made \$73,902 in 1994 as recording secretary of Local 714.

Other Hogans in Local 714, falling under the classification of "Self Pay, Trade Show Division" are Billy's other sons, **William III** and **James A. Hogan**; Billy's other Brother, Michael; and close relatives **Joseph E. Hogan** and his son **James F. Hogan**.

And finally, the man of the hour, **Billy Hogan Jr.** He made \$121,435 as Secretary-Treasurer of Local 714, \$76,235 as President of Joint Council 25 in 1994, and \$69,078 from the Central Conference. Billy's total 1994

compensation: \$266,748.

The total compensation from Local 714 to the "Hogan Dynasty" of Officers in 1994: \$381,995. (See page 12 for the complete Hogan "family tree.")

### Party Animal—On Your Tab

Billy is also one hell of a "party animal" on union funds. At the 1986 IBT convention in Las Vegas, Billy Hogan bragged, on the record, that the Central Conference's party was just as fancy as the Eastern Conference feast, where Jackie Presser was carried in on a sedan chair. The ECT party cost \$647,960 in dues money. The cost of the Central Conference party: \$384,748. (Billy headed the Central Conference when Ron Carey abolished it in 1994.)

*"We've got a tough situation on our hands. I don't like part-timers, but I don't like to see trucking companies going out of business."*

*—Billy Hogan Jr., during the 1994 freight strike*

Billy also presented an emotional closing statement in a hearing over abolishing the Area Conferences—he actually broke down and cried, on the record, at the thought of losing his fourth salary. He complained that Ron Carey was "taking the fun out" of being a Teamster official, and stated that he personally loves to "sit by the pool" at union functions.

Showing his regard for women Teamsters, in the July 1995 issue of *New York* magazine Hogan described Vice President Diana Kilmury solely in disgusting terms, referring to her body parts.

### 'There's No Organized Crime ...'

Billy's shady connections surfaced in 1974, when several Machinists and Teamsters were fired from their jobs because of ties to the Chicago Mob underworld. Two of these workers were convicted heroin dealers. According to a September 1974 *Chicago Tribune* article, the firings "were made in an effort to 'take the heat off' of the racketeering investigation of some union bosses. ... Key targets of the initial investigation are William T. Hogan Sr., \$39,000-a-year secretary treasurer of Local 714."

The papers were filled for months with tales of alleged ghost-payrolling and extortion involving some union bosses. JC 25 boss Ray Schoessling indicated that the hoodlums at McCormick Place were "foisted ... by two hoodlum-dominated unions for contractors setting up exhibitions." Billy let the corruption in his local "fester for years," according to another source. Finally, Schoessling coerced Billy to fire some mob workers at McCormick Place.

And yet Billy had the nerve to say in

a recent General Executive Board hearing: "And again, the crime thing, you know there's no organized crime that I'm aware of in the Central Conference. I would know about it. There's none in my joint council that I'm aware of."

### Hogans: In Business with the Mob

Hogan's law firm, Winston and Strawn, has a managing partner named Thomas A. Reynolds. Reynolds happens to sit on the boards of Teamster employers such as Gannett, principal owner of the Detroit Newspaper Agency (which has "permanently replaced" some 1,300 Teamsters), and Union Pacific, which owns nonunion trucking giant Overnite. Winston and Strawn, whose clients include many Teamster employers, also represented corrupt Teamsters officials, including Chicago's famous Dorfman, and William A. Floyd, a trustee of Local 705 who was convicted of embezzlement.

In 1995, Billy's cousin, James F. Hogan, was the principal investor in StudioWorks, a multimillion dollar project that was slated to receive \$5.5 million in low interest loans from the City of Chicago. However, when Mayor Daley received a report from the FBI which, according to the *Chicago Tribune*, "details a vice-like grip held by organized crime over local production companies," the Mayor quickly scrapped the loan plans. Other principal investors in this deal gone sour were William Galioto and his son, Sam. Galioto is the brother-in-law of convicted mob underboss James J. Marcello, described by federal authorities as the number two man behind Chicago mob boss Sam "Wings" Carlisi.

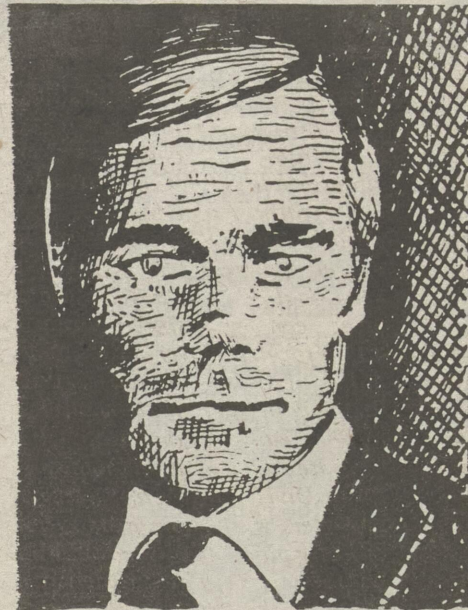
The Galiotos are also principals in a corporation called Movies in Motion, a division of United Studio Center, the company that played a large part in brokering the deal with the city.

### Hogans: Teamster Employers

Other investors (and former company officers) in Movies in Motion are—you guessed it—Billy Hogan's sons, James A. and William III. James was the secretary and William III was the treasurer of Movies in Motion, according to the company's 1994 Annual Report. Billy says that his sons "spend most of their time working as truck drivers."

The registered agent (RA) and/or attorney for Movies in Motion is one Ronald Rosenblum. Rosenblum also happens to be the RA for several firms connected to the Hogan Dynasty. Virginia Hogan, Billy Jr.'s wife, was the president of Hogan/Biggs Inc. from October 1987 to March 1989. Its RA was Rosenblum. Rosenblum is also RA for companies headed by James F. and Joseph Hogan, as well as someone named Terrence Hogan, whose relationship to Billy is unclear.

James F. Hogan has another business, the Lakeside Bar & Grill, that he owns with his father, Joseph Hogan, whose RA is—you guessed it—Rosenblum. Last year, there just hap-



**BILLY HOGAN JR.**, candidate for IBT Secretary-Treasurer on the Hoffa-Hogan Junior Slate.

pened to be a Teamster found dead behind the bar, with a gun lying next to him. Joseph Hogan was one of the last persons to see George Lahey alive. Lahey was a 61 year-old former forklift operator at McCormick Place. "It is only my theory," said Joey Hogan, "but I believe he was looking at the gun and somehow it went off in his face."

### Hogans: Under Investigation

On April 1, 1996, the Independent Review Board (IRB) of the Teamsters brought charges against Joseph Hogan for "failing to cooperate with the IRB," when he refused to testify about organized crime associations in our union.

Billy's brother Michael has his own set of interesting dealings. Michael owned Rosemont Exposition Services, which has an exclusive contract for setup services to Rosemont Exposition. The company employed Local 714 members. (Mikey is both a member and an employer of 714?) The mayor of the Village of Rosemont, close to O'Hare international Airport, is a man named Donald Stephens, who runs a little dynasty of his own. Village records show that the Expo Center and The Horizon (the village-run sports stadium) have been the source of millions of dollars in business for his relatives and business partners, according to a 1990 article in the *Chicago Tribune*.

Michael Hogan and his wife Dawn are presently also involved in several other expo and convention services-related businesses, among them National Show Services, Inc. Do we want the relatives of Teamster employers running our international union? If Hogan is representing his family's business interests in Chicagoland, just think what he could do with the till in Washington, D.C. Millions of dollars for the Hogan clan, Hoffa, and the rest of the old guard!

### Protecting Employers' Rights

Local 714 also represents Teamsters who work trade shows at McCormick Place. In 1994, Hogan became chair of

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# Bylaw Reforms in Chicago Local 743 Will Let Members Be Heard

**Richard Berg**  
Local 743, University of Chicago  
Chicago

In August 1995, Chicago Local 743 felt the impact of the previously signed consent decree when the Independent Review Board (IRB) brought charges against President Robert Simpson and the entire executive board. The effect of this action was direct, immediate, and monumental. General President Ron Carey did the logical thing—he put the local into trusteeship.

Later Simpson, only the second president in the local's 58-year history, would follow the path of his predecessor by being banned from our union for life. Like his predecessor, Don Peters, all appeals would be denied. The facts

were overwhelming.

Among other things, three generations of mobsters had control of our local's money. Namely, the Dorfman clan: Paul Dorfman until he went to jail; his son Allen until he was murdered; and his son David until President Carey put the local into trusteeship.

The way the Peters/Dorfman clique maintained control was to deny democratic rights to the rank and file members of the union. After Peters was removed, their pawn Simpson used the same methods. Potential rivals on staff were forced, as a condition of employment, to sign a withdrawal card, thus preventing them from seeking office.

Only members of the executive

board were allowed to speak at union meetings, and then only with the president's blessing. The only votes ever taken were to approve reports from executive board members, to approve minutes of other meetings, and to adjourn.

In the long history of the local there was never an election for any union office. The local allowed about 40 percent of its stewards to be elected, but if the election results did not meet the approval of the executive board, under its bylaws it had the right to reverse the election. It could then either appoint a

new steward or hold a new election. Once elected or appointed, a steward usually held the post for life without having to stand for reelection.

Fed up with these and other abuses, TDUsers saw an opening when President Carey put our local into trusteeship. We launched a petition campaign, encouraging the trustee to set in motion a process for rank and file members to participate in changing our local union bylaws.

After we gathered thousands of signatures, the trustee agreed to set up a committee to consider changes in the bylaws. The committee consisted of staff and rank and filers, old guard and TDUsers, as well as stewards from across the local.

The final document they produced was debated and approved by the members in a mail ballot referendum. The new bylaws, giving Local 743 members more rights than ever before were approved by a three to one margin, despite opposition by many of the pro-Hoffa forces.

Included in the new bylaws is the regular election of union stewards. The election of officers is to be conducted by Project LEAP, an independent good-government organization. And officer elections will now be conducted by mail ballot, an important issue in a local of 17,000-plus members working many different shifts, days, and locations.

For something totally new, all candidates for local union office will have access to the local's newsletter, the *Voice of 743*, to publish their views. Consider that before the trusteeship we were not even allowed to speak at monthly union meetings, and we certainly have come a long way to achieve these and other important reforms. Now we must make them work for us, the rank and file.



**Bob Mattingly**  
Local 896, retired  
Oakland, Calif.

*Long after the 25th Teamsters Convention is over, the delegates deeds will continue to impact the lives of Teamster members and their families. The convention will affect millions of other workers too, because they have as much stake in our struggles as we do in theirs.*

*The delegates need to show the world that democratic unionism has found a home in our union. They need to confirm that our battles with the freight bosses, our refusal to back down from the UPS injunction, and our push to turn the AFL-CIO around are the early steps to a resurgent, insurgent labor movement.*

## Which Way For Local 743?

The 20-month trusteeship over Chicago Local 743 came to a close in May when the local held its first local union election since 1939. The election, supervised by Project LEAP, a neutral third party resulted in victory for a slate of pro-Hoffa forces headed by former business agent Chester Glanton. They defeated the pro-Carey Movement Toward Members (MTM) slate, a team of business agents assembled by the outgoing trustee Eddie Kornegay.

Donnie Von Moore, candidate for secretary-treasurer on the MTM slate, won that spot by acclamation when the opposition's candidate was ruled ineligible by Project LEAP upon investigation of a pre-election protest.

Members are taking a cautious approach to the new leadership, hoping that Glanton's victory is not a step backward into the dark days of the Peters/Simpson dictatorship. As always, the rank and file will need to step up and exercise their hard-won rights.

## The Hogan Dynasty

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the Chicago Convention and Tourism Bureau. *Crain's Chicago Business* said in 1994 that, "Mr. Hogan believes his election proves management and labor can work together." One Chicago city official recently stated that, "Frankly, [at times] you couldn't see a difference between him and a corporate executive." A very telling statement about where Billy's true interest lies—with the employers.

The clearest example of this was Billy's undermining of the 1994 freight strike. On April 8, while 70,000 Teamsters were on strike, Billy gave a radio interview in which he stated that we should grant Trucking Management Inc.'s (TMI) part-timer demands, and end our strike. Three days later, TMI released a statement that included Hogan's words: "We've got a tough situation on our hands. I don't like part-timers, but I don't like to see trucking companies going out of business."

Another example of Hogan-employer collusion came to us via the Seventh Circuit of the U.S. Court of Appeals in Chicago. In a case decided last August, Hogan figures prominently in a scam to limit competition in the equipment rental market at McCormick place. Nick Boscarino, a Local 714 steward at McCormick Place, is the principal of OG Service Corporation, which rents equipment there, and coincidentally was also a business partner of Mark Stephens, the son of Rosemont Mayor Don Stephens. The court's decision tells the tale:

Billy Hogan Jr. paid a visit to the president of a company called Andrews-Bartlett and asked that they cancel a contract with OG's competitor, MCM. In exchange for some work rule concessions, A-B agreed to cancel their contract with MCM. Further, we are told, Boscarino made some veiled threats to A-B's managers at McCormick Place. "Boscarino told the managers that Bill Hogan, who was president of the local branch of the IBT, was 'not going to like' the fact that A-B was doing business with MCM."

So, we have what is now an all-too-familiar story with the old guard leadership: they use their positions to grant favors to friends and families, to get rich off of members' money, and they care more about employers than the rank and file. Not to mention the questionable business connections.

Billy is the real power behind Hoffa Junior—he has the power, the connections, and the gall to bring the old guard reign of terror back into the Teamsters.

### Do You Want This Man Running Our Union?

Hogan wants to be IBT Secretary-Treasurer, in charge of our money. With his front-man Hoffa in place, he would be the most powerful Teamster of all.

Don't let it happen. Get involved now.

*Copies of "The Hogan Dynasty" are available from TDU. Free to members, others include a donation.*

### 1996 TDU Rank & File Convention

Oct. 11-13  
Henry VIII Hotel, St. Louis

## Teamsters National 401(k) Savings Plan Available

Last month the International finalized negotiations on a national multi-employer Teamsters 401(k) Savings Plan that will be available to all private sector Teamsters in the union. The plan is designed to serve as a supplementary retirement savings plan to go along with existing negotiated pension plans.

One of the first major signers to the agreement is Ryder Systems, the largest employer among Teamster car haulers, who have agreed to deduct weekly contributions from its 3,500 Teamster employees into the national plan.

Just like Teamster pension plans, the 401(k) is a multi-employer plan covered under ERISA with a Board of

Trustees made up of an equal number of union and employer representatives. It will be administered by State Street Global Advisors, a large, reputable, investment-management firm based in Boston.

Designing a national plan is of particular benefit to workers at smaller companies under local contracts whose employers might otherwise find the costs of implementing a 401(k) too high. Teamster members who wish to participate must negotiate the plan into their next contract. Members and local unions looking for more information or assistance in getting the plan implemented should contact the International.



# LETTERS FROM OUR MEMBERS

## Hoffa Cleveland Visit Unimpressive

The Hoffa campaign came to Cleveland on May 22 with no advance billing and headed for Yellow Freight where they were met by a group of educated Teamsters. TDU member Alex Adams keeps the bulletin boards filled with the truth about Hoffa and Carey.

I came upon Hoffa talking to a small group of members. At first he mistook me for management, and abandoned the members he was talking to. I told him I was a road driver and a devoted Carey supporter, then asked him if he would run the union as he has the Ohio Strike Fund if elected. Hoffa tried to claim that the Ohio Fund was a success, but the facts say otherwise.

Accompanied by Les Singer, Sam Theodis and Billy Hogan, Hoffa gave a speech in the break room, promising to reopen the freight contract and attacking the Carey administration. His entourage gave him applause, but most members responded with yawns.

We hear that Hoffa met with a cool reception on the rest of his Cleveland visit. Some members debated him on the issues, while others chose to just ignore him. Not a visit likely to be memorialized in any future Hoffograms.

**Jeff Chambers**  
Local 407, Yellow Freight  
Cleveland

## 'You Don't Want to Go Back'

I put in 31 and a half years in the trucking industry, 27 of those years under the old guard. All I knew in those years was that I was in the Teamsters union—nothing about what was going on in the International and very little about my local.

Then Ron Carey and his slate were elected by the rank and file. We are now informed and educated as to what is going on in our union, both locally and Internationally. My thanks to Ron Carey, our International officers and TDU.

Trust someone who's been through it—you don't want to go back.

**John D. Kirby**  
Local 135, retired  
Indianapolis

## Not Forgotten

On March 12 we lost our beloved Jim Steinkamp, who devoted his life to the Teamster union "family." Jim lived the union spirit and it filled our home.

His little book is filled with the names and numbers of UPS union stewards from all over Florida and the South that he kept in touch with. He never turned a fellow member away when help was needed.

Jim was a proud union man and also a proud TDU supporter. He travelled to union events and TDU

Conventions regularly. He campaigned day and night to help clean up our local, and to help elect Ron Carey as Teamster president. Many meetings were held right in our home.

Just before he passed away he received a plaque from Local 385 which meant a lot to him.

At Jim's funeral, there were over 100 members of that family, with statements from Ron Carey and Vice President Doug Mims. Jim's UPS truck that he drove for 17 years was right there with a wreath on it.

Jim is gone but certainly not forgotten by all those he touched and helped. That's what union means.

**Shirley Steinkamp**  
Daytona Beach, Fla.

## Labor Politics

Please support Labor Party Advocates, which is holding the founding convention for the Labor Party in Cleveland June 6-9.

Labor activists in the South must have some political help. We've never received any from the Republicans, and now we're being ignored by the Democrats.

TDU's new agenda should be labor politics and organize the South.

**Frank Bryant**  
Local 391, UPS  
Greensboro, N.C.

## Public Workers

I'd like to see more on public workers unions, as many avenues that other Teamsters have to pursue grievances are not available to those of us in the public sector. For instance, disciplinary action against a member in Local 831 is ruled on by a judge and/or advocate appointed by the mayor, our employer.

**Bill Liebold**  
Local 831, public employee  
New York



## Video Tapes Available

A limited number of video tapes of *Diana Kilmury: Teamster* are available. Order from TDU by mail or phone. Make \$20 check (includes shipping and handling) payable to TRF. Get yours now, and be sure to make it available to other Teamsters and union members in your area.

## One Member's UPS Safety Award

I had a good laugh when I read the UPS & Downs item "Management Cheatsheets" in the April 1996 *Convoy Dispatch*.

I received my 23-years of safe driving award recently. I found it in the usual place—my mail slot. Around here they don't even bother to hand it to you. In fact, the cheatsheet card was left inside the parcel that contained my award (a 23-year pin and a penlight. Total value was less than \$40, I'm sure.

It may be a strange outfit to work for, but the pay is good.

**Gary Gilligan**  
Local 524, UPS feeder driver  
Yakima, Wash.

## Pension Reform

We need changes made in our pension. What we receive now is not nearly enough, and certainly not in the same ball park as what many union officials are eligible for.

The lazy folks controlling the purse should be replaced or at least made to relax the rules so that we can earn enough money to live on after retirement. The amount we can draw under the tank line contract is not enough.

**James Mayberry**  
Local 984, retired  
Olive Branch, Miss.

## Western Pensions

If the Western Conference of Teamsters Pension Trust is so good, why do the trustees hide behind the 1986 tax law and refuse to go by their own Article 17.4 or use it for the benefit of the participants?

Due to the fact that the trustees are not under the union pension plan as a collective bargaining unit, the 1986 tax laws protect them from forfeitures while allowing them to steal time and money from union members.

Over the years the plan has been amended many times. Most of these amendments are ways in which you can, and probably will, lose time and money. Some of the ways your time and money will be lost (or stolen) are:

1. You get laid off.
  2. Become self employed after retirement.
  3. Have to go to work to eat after retirement.
  4. By not selling your home and moving east of New Mexico after retirement.
  5. Not reporting to the plan that you had to go to work to eat.
  6. Not reporting to the plan every year as if they were the IRS.
- How many more ways are there to take our pensions that we don't know about or understand?

How can this be called a good pension, \$458 per month after age 56 and 15 years of hard work minus three years that were stolen? How are we to live on pensions like this? What happened to 80 and out at 100 percent? 100 percent of what?

Most casuals, part timers or

people who were laid off will never see much of the thousands of their dollars that were lost.

**Clyde W. Miller**  
Local 496, retired  
Albuquerque



**Mike Wilson**  
Local 966 delegate  
New York

*Hoffa Junior and his supporters want to take away the power of the General President to impose trusteeships on corrupt locals.*

*Ron Carey placed Local 966 under trusteeship in April of 1994. The officers of the local were charged with dual unionism, embezzlement, and not acting in the interests of the members.*

*Before the trusteeship, rank and file members had little or no input in our local. Low morale, poor contract settlements and poor representation were commonplace.*

*The trusteeship has enabled the members to get involved and regain control of our local. We have won better contracts, representation has improved, and members have new educational opportunities.*

*The Local 966 delegates are committed to defending the right of the General President to impose trusteeships to weed out corruption in our union.*

## TDU Meets

**EAST BAY, CALIF.**  
Saturday, July 27  
10 a.m.  
Call (510) 653-3865 for information.

**MEMPHIS**  
Sunday, June 16  
2 p.m.  
Ramada Inn  
1471 East Brooks Rd.  
Guest Speaker: International Vice President Diana Kilmury

**SOUTHERN CALIFORNIA**  
Sunday, August 4  
9 a.m.  
VFW Hall  
101 S. Main St.  
Pomona, Calif.



# The Hogans: Web of Corruption

Billy Hogan Jr. has become rich off our union. He inherited his power—he's the Teamster boss of Chicago—from his dad.

He sits at the center of the extensive Hogan web of family wealth from multiple salaries, family businesses tied into our union, and mob hospitality.

But it's not enough for him or his family. Now they want him to be the secretary-treasurer of the IBT. They want their family atop the entire Teamsters union.

For the full story on the Hogan family, their businesses, scams and connections, see page 9.



## Is This Who You Want to Lead Our Union?

### The Hogan Dynasty

**WILLIAM HOGAN JR.** 714 Secretary-Treasurer, President of Joint Council 25

*"I'm living proof that nepotism works." Made \$266,000 from your dues in 1994. Has nine relatives sucking off our union. Family members are Teamster employers. His attorney is on the Board of Directors of Gannett (replaced 1,300 Teamsters on strike at Detroit newspapers) and Union Pacific (owns Overnight).*

**WILLIAM HOGAN SR.** Billy's father, Former 714 Sec-Treas, Former President of JC 25

*Passed "family business" (our union) to Billy. Retired a millionaire, now draws five (5) pensions from your dues.*

**JAMES M. HOGAN** Billy's brother, 714 President

*Another millionaire, six figure salary.*

**ROBERT HOGAN** Billy's son, 714 Recording Secretary

*Ready to inherit the "family business."*

**JAMES F. HOGAN** Billy's cousin, 714 Member

*Employer/owner of Movies in Motion. Partner with mob in Teamster employer scam. Testified in IRB probe in January, concerning possible mob association to Local 714.*

**JOSEPH E. HOGAN** Billy's cousin (James F. Hogan's father), 714 Member

*Presently under charges by I.R.B. Last person to see Teamster alive, shot behind his business in 1990.*

**WILLIAM HOGAN III** Billy's son, 714 Member

*Teamster and employer. Former officer of Movies in Motion.*

**JAMES A. HOGAN** Billy's son, 714 Member

*Teamster and employer. Former officer of Movies in Motion.*

**MICHAEL P. HOGAN** Billy's brother; 714 Member

*Teamster and employer. Business-owner, employs Local 714 Teamsters.*

**VIRGINIA HOGAN** Billy's wife

*Company owner. Company's registered agent is same one as for companies of mobsters.*

**DAWN HOGAN** Billy's sister-in-law (Wife of Michael Hogan)

*Registered agent and secretary for another corporation, National Show Service, Inc., operating in Teamster field.*

**TERRENCE HOGAN** Billy's relative

*Principal owner of Alternative Trade Show Services, Inc. Registered agent is same one for companies of mobsters.*

